

Peel seeks more than a super top cop

Police Services Board looks for an executive director

Peel Police Services Board is a seven-member organization which has a staff of three to help it oversee the work of the 1900 or so police officers and 800 civilian employees who make up Peel's police service. None of the Board members are police officers.

The Board's job is to produce policies that will result in "adequate and effective police services, law enforcement and crime prevention within the Region." It also sets, in consultation with the Chief of Police, objectives and priorities for the police, and is responsible for the police budget, hiring and supervising the Chief.

It has been without an executive director since April, and is now advertising the job.

The Executive Director, according to the advertising, must "ensure that the Board has the information and support needed to make police-governance decisions, as required by the Ontario Police Services Act."

He/she must adhere to "Board policies, procedures and priorities and provide support and advice to the Board and Chair in the key areas of strategy, policy and audit/organizational performance."

The Board wants "a strong communicator" with "strong interpersonal skills," who is "a strategic thinker," experienced "in working with teams to facilitate decision making and strategic direction," plus a "demonstrated understanding of community safety issues."

The job is:

- to ensure that the Board has information and advice to make police-governance decisions on behalf of Peel residents;
- coordinate the Board's community engagements;
- lead the Board's policy development and policy review;
- coordinate media statements and interviews;



AMRIK AHLUWALIA
Chair of Peel Police Services Board

- track implementation/adherence with legislation, regulations, and Board policies;
- ensure effective administrative links between the Board, the Police Service, the Police Association, the Senior Police Association, civic and provincial government agencies, Board legal counsel, committees of the Board, the media and the public, to ensure open lines of

- communication and cooperation;
- ensure that the Board has the staff and tools to do its job;

Qualifications include:

- a post-graduate degree in public administration, political science, law or similar, or related work experience;
- seven-plus years' experience in leading and collaborating with senior leadership applying a strong working knowledge of board governance and community safety;
- five-plus years' senior leadership experience in people management with the ability to build, mentor, coach, engage, and motivate an advisory service support team;
- experience negotiating, influencing, developing, implementing and managing programs, including community serving strategies.
- exceptional verbal, written, interpersonal and presentation skills required to interface with senior leaders and broad and diverse audiences;
- innovative thinker; able to lead change in a dynamic environment;
- excellent judgment and creative problem solving skills, including influence, consulting, negotiation, conflict resolution and agility, to resolve complex police governance issues;
- understanding budgeting, financial reports;
- able to work with multi-media channels.

Advertising for this position ends September 8th, 2016.
Best to apply online to www.peelregion.ca/hr

Any inquiries regarding the position may also be forwarded to the Police Service Board's Human Resources Representative, Judy McArthur, Manager Recruitment, Region of Peel at Judy.Mcarthur@Peelregion.ca
Reference checks include police background checks, education or designation validation. The Region of Peel is an equal opportunity employer.

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**Knights
Table**

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Did You Know?

PEEL POVERTY ACTION GROUP

Peel Poverty Action Group (PPAG) is open to every individual and organization in Peel Region that cares about what poverty does to people.

It provides a safe place where people who are cash-poor and those who try to help them are encouraged to speak out-- and Tough Times is part of that safe place.

The Group's mandate is to advocate for people in need and to educate the public about poverty issues.

Membership is free. Meetings take place at 9.15 a.m. the second Thursday of every month, alternately in Mississauga or Brampton.

www.ppag.wordpress.com

Homeless: The Video

Spaces and Places: Uncovering Homelessness in the Region of Peel is a 15-minute video in which homeless people describe their experiences.

A team from PPAG including a once-homeless person, will show the video to a group on request. There is no charge.

To book a showing contact ppagactiongroup@gmail.com. Allow about 45 minutes for the video and discussion.

The video was made by a team from York University, in cooperation with the Social Planning Council of Peel, financed by a grant from the Ontario Trillium Foundation.

Peel Poverty Action Group has copies of *Spaces and Places: Uncovering Homelessness in the Region of Peel* for sale at \$50 per copy. Contact *Tough Times* at 905 826-5041

STREET CORNER



Hey PRESTO!

Life lightens up with cheaper travel
But only in Mississauga... for now

Mississauga is offering half-price PRESTO cards to cash-poor Mississaugans who qualify. That means you can travel on Mississauga buses for less.

If you live in Mississauga and don't have much cash, you may qualify to take part in this pilot project -- but your application must be in before Aug. 31, 2016.

The PRESTO pass is good for one month only. The project started in June, covered July and August, and if you registered in time, you may get a pass for a coming month -- September, October November, December, 2016, January or February, 2017.

Nothing so generous is coming the way of cash-poor Bramptonians, at least not yet. But it's a pilot project with the Region of Peel much involved. That means if the scheme flies, it may be expanded, extended, adopted.

According to a Peel Region report back in April, Hamilton, York and Halton Regions already provide discounts for travellers, as much as 75% in York Region for people on Ontario Works or Ontario Disability Support Program.

A previous project in Mississauga gave 231 people on Ontario Works a \$120 Presto pass for \$40. Half the people used the pass every day; between 40 and 50 found jobs; 150 or more went to the doctor; even more went to church or mosque or gudwara, whichever served their faith.

The Region's survey gurus found that every dollar invested in cheaper transit paid off \$6 in social and financial returns. Being able to go places might have made people happy. But you can't put a number to that.

Omitting Brampton from the pilot project caused a few comments at Knights Table, where Brampton resi-

dents who are not rich meet to eat. The place is open and serving hot meals for free every day of the year. There's no similar establishment -- it's a soup kitchen--in Mississauga, though mosques and gudwaras and The Compass in Port Credit, are often generous with food.

A Knights Table diner who is receiving an allowance from Ontario Works says OW once provided a transportation allowance, but not any more. And sometimes a Brampton bus driver will let you on the bus for free, but that's against Transit rules, and the driver is risking a telling off or worse. The chatty diner, an insulator by trade, told Tough Times: "The Bramalea terminal closes at 11 p.m. You can't even use the washroom."

And he says he would rather sleep on a park bench than use a shelter. "It's getting more difficult now. More people are having a hard time -- more people than last year. There's no work." Especially if you haven't got a bus pass.

Back pain

She's on Ontario Disability Support (ODSP), unable to walk long distances because of chronic back pain, and she's got problems with her arms. Prices are going up -- but not ODSP assistance. She has three children, and a two-bedroom apartment that costs \$950 a month. "How much would it cost to buy a house," she asks.

A lot.

Where the taxes go

The Region of Peel reported on how it is spending our tax money. We provided 142 new housing subsidies for families, hired 20 more police officers, took 38,000 more TransHelp trips, and acquired two more ambulances.

ToughTimes

Tough Times is published
six times a year

Next issue: Nov.-Dec. 2016
Deadline for ads and editorial:
October 1, 2016

We encourage and welcome volunteer writers, reporters, artists, cartoonists, photographers, distributors and sales folk to join Tough Times.

Please email letters to:
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Advertising Rates

Tough Times distributes 10,000 copies, throughout Peel Region.

Target audience is people experiencing homelessness, using food banks and soup kitchens, people who are struggling, plus faith groups, social service agencies, trades unions, business people, and the general public.

To advertise in Tough Times:

toughtimestabloid@gmail.com

Phone: 905 826-5041

Mail address: 4 - 287 Glidden Road
Brampton ON L6W 1H9, Canada

Advertising rates: (colour included)

Business card: \$90

1/16 page: \$100

1/8 page: \$155

1/4 page: \$240

1/2 page: \$430

3/4 page: \$600

Full page: \$755

A full page is approximately 10 inches wide by 12 inches deep = 120 square inches. E&OE

UNITED WAY STATS CANNOT BE DENIED

Fix Canada's affordable housing crisis NOW

BY MICHELLE BILEK

I am cautiously optimistic. Because I have been a political actor for some time, I feel trepidation over government promises, consultations, and town halls. Quite often, these are just exercises in public relations. But, for the first time in years, historically “unsexy” issues of poverty, homelessness, and affordability are becoming topics of real conversation and engagement.

Activists and advocates have been bellowing for years about growing inequality in Peel Region. Now the facts speak for themselves, hard facts that cannot be denied.

United Way of Peel Region released statistics showing almost half the population of Peel has low to very low income, that last year over 14,000 people, including 4,000 children and youth, used homeless shelters and transitional housing, and that our most vulnerable, including seniors, and persons with disabilities, are quickly becoming the face of our homeless. We expect our political leaders, and those who hold the pocket strings, to take action.

But will they? Or are they merely playing the public “perception” marketing game?

I will let the public decide.

We have municipal, provincial, and another federal election to be held in the 2018-2019 years. So what concrete (yes bricks and mortar) evidence and results that occur before then, will determine whether the talk, promises, and consultations were and are meaningful?

The recent announcements are promising.



(Photo by Francine Sampogna)

The United Way of Peel announced that they would invest \$1.9 million to help individuals who are homeless – crisis intervention programs, interim supports, and shelters. These are funds towards the ‘management’ of our homeless. The Region of Peel seems to take a step further, to a more serious approach: The Region added over \$50 million to their ‘strategy’ for creating more affordable housing. Increasing the Region’s social housing inventory is a priority, and this amount is added to the June 2015 approval of \$125 million.

So far, \$19 million has been used to acquire condo units which house 40 people from the waiting list, provide rent supplements for 855 affordable housing units for one year, and aid 120 people in the purchase of a home.

Although building affordable housing is the most effective strategy to reduce the number of individuals and families waiting for social housing in Peel, the new Human Services Commissioner, Janice Sheehy says that developers are saying “No!” to building affordable housing.

The financial incentives are not

there, including operating subsidies, and the timeline for the builds are usually difficult for them to meet. With more money on the table, Sheehy hopes to influence developers to launch affordable housing projects. The timeline? Well that’s up in the air.

Then came the recent federal announcement -- \$1.8 million to be given to the Canadian Alliance to End Homelessness for the training and support of 44 communities in Canada in the ‘Housing First’ approach. This means funding for the structure and processes of Housing First: community training, customization, technical assistance, coaching and supports for front line staff, and other ongoing resources. But, direct money from the Federal Government for building? Wait a minute,.

Peel Region is not receiving federal funding for building, rent supplements, and down payment assistance yet. York Region, with the same number of individuals on their affordable housing waitlist, just received an additional \$23 million in extra affordable housing funding from both the federal and provincial governments, adding to the \$45 million they already received. It seems that the money is flowing, but not enough for Peel. It must be mentioned that the provincial Minister in charge of Housing, Chris Ballard, is elected to represent Newmarket-Aurora, within York Region.

So what can we do? The activists, the advocates for our homeless, the front line workers, those on wait lists for affordable housing, concerned citizens?

We all know that we need a federal government that will provide funds in a

sustainable manner, for housing and housing supports. I have previously discussed how this federal government needs to re-establish core funding for housing immediately, through a variety of means.

And the government of Canada is asking for your feedback. You too can help shape a Canadian National Housing Strategy! “Let’s Talk Housing” through the Government of Canada website, will give you an opportunity to do just that. Go to www.letstalkhousing.ca and provide input for a National Housing Strategy that addresses our homeless, those in need of affordable housing and market rental support, as well as supporting those who wish to purchase homes.

Housing improves the lives of all. With housing at the centre of communities, many social, economic, and environmental issues will be resolved – communities will be healthy, more resilient, and help contribute to a better, more sustainable, environment.

I sent feedback, ideas and suggestions for the federal government’s role in housing supports and funding. I feel cautiously optimistic.

This is what I got back:

Thank you for your submission.

Because of the volume of responses, we won’t be able to acknowledge each submission individually. But your ideas will be carefully reviewed as part of the public consultation process.

Michelle Bilek is a community activist and a member of the New Democratic Party.

Don't Go Hungry.



If you are struggling to make ends meet, have to choose between paying rent or buying food, or have more bills than income... The Mississauga Food Bank is here to help you.

Anyone in need and living in Mississauga can use a neighbourhood food bank or other member agency regardless of age, sexual orientation, race, religion, gender or immigration status.

Visit www.themississaugafoodbank.org/getfood or phone 905.270.5589 to find a member agency near you.



BRAIDS FOR AIDS

Get your hair done and learn a lot

BY ROCHELLE PUNIT

Stachen Frederick founded BrAIDS for AIDS in 2008. It is an organization aiming to promote HIV/AIDS awareness, and to provide resources for Black, African, Caribbean communities through culturally-appropriate practices to people ages 18-29.

We hope that people in these communities will regard BrAIDS as a safe place to talk about reducing the stigma and spread of HIV/AIDS.

BrAIDS for AIDS utilizes three colors, Red, Black and White. Red represents HIV/AIDS awareness. Black symbolizes African, Caribbean and Black communities. And the color white represents the allies we create to help join in this fight against HIV/AIDS.

BrAIDS for AIDS has been able to reach not only black communities in Canada but globally as well with the funds we have received. All of our funds are used to facilitate our projects and programs, as follows:

The Young African, Caribbean and Black Voices Project is a project aimed for individuals (18-29) who identify from the African, Black and Caribbean communities, to talk about social issues and to help BrAIDS for AIDS evaluate what resources the community lacks and what kinds of supports are needed. We are holding interviews and focus groups across the GTA.

Other programs BrAIDS for AIDS offers includes The Young Men's Prison Project, a volunteer-based program at the Roy McMurtry Youth Centre in Brampton, which aims to engage young men in a conversation around HIV/AIDS and sexual health while



having their hair braided. Educating them as well as getting feedback from them is valuable in informing

us about youth trends and how to educate our young men in being sexually healthy.

Our BrAIDathon is an annual event, which is a day of braiding and fun to raise awareness of HIV/AIDS. Volunteer hairdressers from BrAIDS for AIDS, as well as independent hairdressers, braid hair while vendors promote products and services for black communities. All money earned goes to funding other projects.

BrAIDing with a Social Twist is a free hairdressing and health promotion program for young women, where African, Caribbean and Black facilitators who are knowledgeable in HIV research, service provision and outreach, conduct workshops. To find out more or participate in BrAIDS projects and events, email info@braidsforaids.com or visit our website braidsforaids.com

BrAIDS for AIDS also visits secondary and post-secondary schools, and has volunteer and career positions open.

We hope that one day HIV/AIDS and other sexual health topics will be less taboo.

Rochelle Punit is a graduate of York University, and says she is passionate about outreach and development services in the non-profit sector. She began volunteering with BrAIDS for AIDS about a year ago.

Hepatitis C

Treatment, Care & Support Is Available

You can be at risk if:

- Sharing of personal care and hygiene items such as razors, toothbrushes, clippers and scissors with someone living with hepatitis C
- Sharing needles used for body tattoos and piercings. Re-using and sharing tattoo ink and ink pots
- Sharing drug equipment such as needles, filters, tourniquets, water, syringes, cookers, alcohol swabs, acidifiers
- Receive blood and body organs that have not been screened for hepatitis C. Even in Canada, if you received blood and organ donations before 1990 you may be at risk.
- Involved in medical procedures including immunization in hepatitis C endemic countries

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*Call today for information or
to book a free test.*



Bloom Clinic

PEEL INSTITUTE ON VIOLENCE PREVENTION

A national housing strategy for everyone

BY NIKOLA APOSTOLOV

Article 25 of the Universal Declaration of Human Rights, adopted by the United Nations (UN) General Assembly in 1948, identifies housing as basic necessity for adequate living:

Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care...

Earlier this year, one of the world's most economically prosperous countries, Canada, was singled out by the UN for failing to address a persistent "housing crisis." A lack of leadership from the federal government remains a major impediment in responding to the crisis – Canada remains the only country committed to democracy and a market economy without a national housing strategy to tackle this issue.

The history of this crisis can be tracked over a period of 30 years, from the withdrawal of the federal government's investment in affordable housing and cuts in supplementary social services, to the steady deregulation of the housing market in the name of prosperity, albeit for only the privileged few.

Although housing, or a lack thereof, is not the only reason people become homeless, adequate housing is vital in the fight against homelessness. It is estimated that every year 235,000 Canadians will experience homelessness. Of those, 180,000 will find themselves in an emergency shelter, 50,000 will be provisionally accommodated, and 5,000 will sleep in public spaces, such as a bench or on the street.

The housing crisis affects different populations disproportionately. One group that particularly suffers as a result of inaction is survivors of violence, especially women and youth. A lack of housing stability – affordable and permanent and a safe home and refuge, is the main reason women return to abusive relationships.

The current housing support

received by survivors of violence does not promote adequate living standards for them. While lawmakers acknowledge the importance of housing for women who have suffered violence – it gives faster access to social housing – there is too much emphasis on short-term emergency shelters.

This is an expensive way to deal with homelessness. The annual cost per person in a shelter is between \$13,000 and \$42,000, compared to affordable housing which ranges between \$5,000 - \$8,000 for singles and families.

A one-day snapshot study by the Canadian Network of Women's Shelters and Transition homes, revealed that out of 416 women and children who reached out to emergency shelters and transition housing, 305 were turned away due to a lack of capacity. Ineffective housing solutions, combined with systemic barriers faced by survivors of violence means that many women who live in abusive environments either choose precarious living arrangements, termed hidden homelessness, or to stay in abusive relationships.

Access to adequate, suitable, and affordable housing for everyone is the first step in reducing poverty and homelessness.

Later this year, the Liberal Party will present their national housing strategy – a significant step in the right direction. However, this plan must make human rights, based on the UN's Universal Declaration, a central pillar.

A plan based on human rights would mean government is held accountable to provide housing suitable for all Canadians, irrespective of disability, gender, race, religion, or class. Presented with anything less than this, Canadians must continue their struggle for an equitable solution to the housing crisis.



Support for those in need

BY SANDRA RUPNARAIN

In early 2013, the former Peel Committee on Sexual Assault (PCSA) discussed how better to support survivors of violence.

Among the issues: a need for more services, better access, improved coordination of services for survivors of sexual assault, and to transform the culture of how services and programs for survivors are viewed, offered and evaluated in Peel.

A proposal was drafted to establish the Peel Institute on Violence Prevention. The Institute was approved for funding by the Ontario Trillium Foundation and went into operation in June 2013 under the umbrella of Family Services of Peel.

The Institute was established as an interdisciplinary and collaborative initiative among agencies working in the area of violence in the Region of Peel. The main goal is to achieve equity in services for survivors of violence and to end all forms of violence in the Region. The research on violence prevention by the Institute focuses on all types of violence.

Accomplishments

- **Partnered** with the newly-founded Dahdaleh Institute for Global Health, York University, Toronto
- **Developed** an equity, anti-oppression and anti-racism equity framework
- **Produced** a literature review on the impact of sexual assault on men and **organized** a fathering conference
- **Generated** a study that focused on identifying gaps in data collection in agencies that serve survivors of violence in Peel
- **Developed** a Peel trauma training, focusing on determinants of health and a trauma screening tool for frontline workers

Important contributions by the Institute

- 1) A qualitative study looking at leadership, where female



Sandra Rupnarain, Director Clinical Services, Family Services of Peel

survivors of interpersonal violence could be trained and transition from crisis and dependency to self-sufficiency and leadership;

- 2) Mapping existing services for survivors of interpersonal violence in Peel;
- 3) A recent study by Peel Institute on Violence prevention on gaps in service for survivors of violence seems to indicate a need for more inter-agency collaboration and communication to help clients.
- 4) A review of the literature seems to indicate that male survivors of violence have difficulty disclosing their abuses because it hinders personal growth and their ability to trust others. Some survivors of male violence neither want to be a father nor to show physical affection to their children.

Building the Future

The Institute aims to be a central research and data-producing body on interpersonal violence. It can be a local, national and international model of community, working with different sectors, such as academia and health to produce positive outcomes for survivors of interpersonal violence. The future of the Institute depends on ongoing funding. Nothing is certain, but the Institute is looking at options to secure its permanence and continue its work.

The Region of Peel helps you get fit and stay fit

Health is high on the priority list for Peel Region, and the services provided to keep you healthy are available to most Peel residents, regardless of how much money you have, your immigration status, language you speak, or if you have a health card.

KEEPING HEALTHY IS JOB ONE

Peel Public Health services contribute to having healthy babies, being a healthy happy parent, raising healthy children, special help for pregnant teens, advice on a healthy sex life, needle exchange, HIV testing, birth control. Watch for more health information in 'Tough Times' November-December 2016 issue. In the meantime, a lot of info is available on the phone and on the web: <https://www.peelregion.ca/health/>

Telephone Counselling

If you have questions about pregnancy, breastfeeding or child safety, telephone counselling is available to Peel residents free of charge by calling 905-799-7700 Monday to Friday 8:30 a.m. to 4:30 p.m. Caledon residents call free of charge at 905-584-2216. A Public Health nurse can answer your questions and provide information about:

- Healthy pregnancy
- Breastfeeding
- Postpartum mood disorders and supports
- Growth and development for children 0-6 years
- Sleep
- Feeding your child
- Keeping your home safe
- Toilet learning
- Child behaviour

Interpreters are also available in many languages, including American Sign Language, Punjabi, Cantonese, Mandarin, Polish, Urdu, and more.

Prenatal Classes:

Pregnancy is a happy time but it can also be a time of great confusion - so many questions about what is happening to your body and what to expect in the months ahead.

Peel Public Health offers a variety of free prenatal classes and programs year-round for couples or single adults, teens, pregnant women who are newcomers to Canada.

Prenatal classes are available free of

charge to residents of Peel. Choose between in-person classes, facilitated by a Public Health Nurse, and online classes or a combination of both. You can choose from different kinds of classes that suit your needs. Some of the topics covered include:

- Physical and emotional changes
- Working during pregnancy
- Breathing and relaxation
- Labour and delivery
- Breastfeeding
- Becoming a dad
- Parenting and baby care

To register for prenatal classes phone Peel Public Health. All locations offer free parking. Caledon residents call free of charge at 905-584-2216. All locations offer free parking.

- Albion/Bolton Community Centre, 150 Queen Street S.

Mississauga locations:

- Peel Public Health Clinic, Fairview 325 Central Pkwy W. Unit 21
- Peel Public Health Clinic, Meadowvale 6975 Meadowvale Town Centre Circle
- Brampton Civic Centre, 150 Central Park Drive, Room 106
- Online: eLearning Prenatal Program is a web-based program with animated illustrations, videos and quizzes. Phone to register.

Healthy Start: For women in need of extra support

Healthy Start is a prenatal nutrition program for women, providing a healthy snack,

education, support and food vouchers.

Meet other women at this weekly program and enjoy a healthy snack while learning about pregnancy.

- Learn how to stay healthy during pregnancy
- Learn how to cope with labour and delivery
- Learn how to care for your baby
- Learn about breastfeeding
- Talk to Peel Public Health Nurses
- Find out information on child and family resources in your community
- Receive food vouchers and prenatal

vitamin vouchers

- Receive child care for older children

No pre-registration or health card necessary. Come to the location nearest you as soon as you know you're pregnant. Attend weekly throughout your pregnancy and until your baby is three months old.

Phone for more information.

Healthy Babies Healthy Children

Healthy babies are more likely to develop into healthy children, and healthy children are more likely to grow up to be healthy

For more information about anything on this page, phone Peel Public Health at 905-799-7700. Caledon residents phone free of charge 905-584-2216.

teenagers and adults.

Healthy Babies Healthy Children offers in-home support by both Public Health nurses and family visitors at no cost to families. Interpreters are available in many languages, including American Sign Language.

The program is voluntary for parents. After a person consents or says 'yes' to receive service, a Public Health nurse will call to find out more information about the family.

Families who have parenting goals and would like support are connected with services in the community. They may also be referred to the Home Visiting Program, which offers longer-term support from a Public Health nurse and a family visitor. Families may choose to leave the program at any time.

Phone if you are a parent or know of a parent who has challenges with:

- Adjusting to being pregnant or having

a new baby

- Bonding with a challenging baby or toddler
- Coping with stressful life events, has anxiety, depression or Post Partum Mood Disorder
- Being alone and needs help to find supportive community services
- Accepting needed help
- Dealing with drug or alcohol dependencies that interfere with parenting
- Raising a child who needs special attention, for example the baby has colic, feeding issues, low birth weight or birth defects

Postpartum Mood Disorders

One in five new mothers is affected by Postpartum Mood Disorders (PMD) during pregnancy or in the year after the birth or adoption of a baby.

PMD is a group of disorders that most commonly includes depression, anx-

ity, obsessive compulsive disorders and postpartum psychosis. Recent research suggested that approximately 10 per cent of fathers can also develop postpartum depression. Maternal and paternal depression affects the marital relationship, parenting, and child development. It's important that parents get the help, supports and treatments that they need.

Go to PMDinPeel.ca website, which provides information and support, including:

- Information about PMD, including answers to 'Frequently asked Questions'
- Resources, including community services, support groups, websites, links to research and fact sheets in different languages
- Dads' links: information for Dads who are supporting a partner with PMD or who are experiencing depression themselves
- Personal Stories
- PMD Tutorial

Breastfeeding Services

Whether you want to know how to breastfeed or need advice or tips, free services are available online and in person:

- In person: You and your new baby (birth to six weeks old) can see a Public Health nurse for help with breastfeeding. Drop-in Breastfeeding Clinics are now available five days a week in Brampton and Mississauga. Appointments are also available Monday-Friday and can be made by phone
- Online: instructional videos to help you get breastfeeding off to a great start are available by visiting: BreastfeedingInPeel.ca.

Parents in Peel who speak Punjabi, French, Spanish, Mandarin, Vietnamese, Urdu or English can now access information about breastfeeding in their language.

Parents can access all of Peel Public Health's breastfeeding instructional videos on the Peel Public Health website at breastfeedinginpeel.ca.

If you have any breastfeeding, pregnancy or parenting questions phone Peel Public Health.

Free Walk-in Breastfeeding Clinic Locations Monday to Friday: 8:30 am to 4:30 pm:

- **Fairview Breastfeeding Clinic** Parkways West Plaza (325 Central Pkwy W., Unit 21)
- **Brampton Breastfeeding Clinic** Bramalea Civic Centre (150 Central Park Dr.)
- **Meadowvale Breastfeeding Clinic** Meadowvale Town Centre (6975 Meadowvale Town Centre Cir., Unit 3)

Prenatal Programs for Teens

In addition to Healthy Babies Healthy Children, postpartum and breastfeeding services, Peel Public Health offers a variety of free prenatal programs to meet the unique needs of pregnant teens. All programs are free for pregnant women in Peel under 25 years.

Teen Prenatal Supper Clubs

This program provides prenatal care, nutrition, social and health information to women and offers a welcoming and accepting place where pregnant teens meet other moms and their partners over dinner.

Participants learn to stay healthy during pregnancy, cope with labour and delivery, how to care for their newborn and more by interacting with health care professionals. Clients can begin attending during pregnancy and remain in the program until their baby is six months old. Support person is also welcome.

Topics covered include:

- Learn to stay healthy during pregnancy
- Cope with labour and birth
- Learn about breastfeeding
- Learn to care for your newborn
- Learn to cook easy meals
- Meet other new moms over dinner
- Talk with Public Health Nurses and other health care professionals

Mississauga

Peel Public Health Clinic Fairview Parkways West Plaza 325 Central Pkwy. W., Unit 21 Tuesdays, 4:30 - 6:30 p.m.

Brampton

Brampton N. Early Years Centre, 57 Mill St. N. Ste. 105 Wednesdays, 4:30 - 6:30 p.m. (entrance at the far end of the parking lot)

Bramalea

Bramalea Community Health Centre 40 Finchgate Blvd., First Floor Thursdays, 4:30 - 6:30 p.m.

TEAM (Teen Education and Motherhood) and PACE (Parent and Catholic Education)

- In collaboration with the Peel District School Board and Dufferin-Peel Catholic District School Board, young pregnant and parenting women are able to complete their Grade 12 education in an alternative learning environment.
- Registration for this program is done through a school counsellor.

LET'S TALK ABOUT SEX:

Peel services support healthy sexuality

Healthy sexuality is more than just having sex. Making informed choices, taking care of your overall health and accepting and expressing your sexual identity are all important for staying sexually healthy throughout your life.

Peel Public Health's Healthy Sexuality Program helps to promote a sexually healthy community in Peel. Services include sexual health clinics, community outreach and a telephone information line.

If you need to talk to a Public Health nurse about sexual health issues or concerns, contact Peel Public Health for information on:

- Sexually transmitted infections
- HIV/AIDS
- Referrals to clinics and community agencies
- Access to sexual health information and services
- Birth control methods
- Sexual Assault information and referrals
- Unplanned pregnancy and emergency contraception
- LGBTQ issues and questions

Phone for more information.

Email form: www.peelregion.ca/scripts/mailto.pl?mailto=healthsex

Healthy Sexuality Clinics

Sexually transmitted infections (STIs) are infections that are transferred from one person to another through any type of sexual contact (oral, anal, vaginal). They may have serious health effects and if left untreated, may affect your ability to have children.

If you're experiencing any of the symptoms listed below, visit your family doctor or any one of Peel's healthy sexuality clinics to get tested:

- Sores, small bumps or blisters on or near your penis, vagina or anus (rectum)
- Constant itching around your penis, vagina or anus
- Abnormal discharge or odour from your penis or vagina
- Lower abdominal pain
- Pain in your testicles
- Bleeding after sex or between periods

- Pain during sex
- A burning feeling when you pee or a need to pee more often

Peel's Healthy Sexuality clinics provide the following no-hassle counselling and confidential services:

- Birth control methods and options at reduced cost
- Free condoms and lube
- Free STI testing and treatment
- HIV testing
- Emergency contraception options (e.g. the "morning after pill")
- Pregnancy testing
- Abortion counselling and referrals
- Harm reduction services: Needle exchange, inhalation kits, safer piercing kits

Anyone can make an appointment, regardless of their sexuality, gender, race, age, religion or disability. No health card (OHIP) is required to receive services and parental consent is not required to visit a Peel Public Health Healthy Sexuality Clinic. All services provided are confidential and your family doctor will not be told anything without your permission.

Clinics offer drop-in hours and booked appointments that can be scheduled by calling the clinic:

Brampton	150 Central Park Drive	905-791-5905
Bolton (Caledon)	18 King Street East	905-791-5905
Fairview (Central Mississauga)	325 Central Parkway West	905-270-0587
Malton (East Mississauga)	7205 Goreway Drive	905-678-0788
Meadowvale (West Mississauga)	6975 Meadowvale Town Centre Circle	905-270-5662

Visit: www.peelregion.ca/health/sexuality/clinics/cli-locations.htm for individual clinic hours.

NORTH PEEL & DUFFERIN Community Legal Services

- Free legal services for low income residents of Brampton, Caledon and Dufferin County
- Problems with your landlord?
- Is your rent subsidy threatened?
- Was your application for Ontario Disability Support Program benefits denied?
- Problems with Ontario Works?

905-455-0160 Toll Free from Dufferin 1-866-455-0160 npdinfo@lao.on.ca



Tough Times was handed out on the picket lines when Mississauga Library workers struck for better pay and job security this summer. Workers did well in negotiations, subject of congratulations between CUPE 1989 president Laura Kaminker and activist Michelle Bilek. (Photo by a member of CUPE 1989)

Todd's cartoon for today:



Women lead Library strike ...with help from the guys

The strike by Mississauga Library workers brought them more than money and job security.

It brought loyalty and friendship and a lot of goodwill within their union – Local 1989 of Canadian Union of Public Employees (CUPE). Think of that in terms of what it costs to go on strike: families lost three weeks' pay and walked picket lines on the hottest days of summer; there was no guarantee at the start that they would “win” more money or a better deal.

Yet Library workers trusted their negotiating team – mostly women – who stuck with bargaining points that some unions have been burned on in recent years. And they had some new ideas.

For instance, CUPE has adopted a national strategy: no-concession bargaining. Employers talk about a “pie”, the amount of money allowed in the City budget for library salaries. If some library workers want more pay, it must come from the salaries of other library workers. CUPE says no. The pie must be bigger.

The most important point for CUPE 1989 was a living wage for Pages – the people who, among other duties, ensure that books, videos, etc. are on the shelves and can be found when you need them. The library union has about 400 members, 120 of them Pages who were paid only pennies over minimum wage.

The employer is the City of Mississauga, and with Mayor Crombie “crowing about poverty reduction” the City knew something had to be done. So it offered to pay the Pages \$14 an hour by 2018. The negotiators said no.

“No concession bargaining” ensured Pages are paid \$15 an hour as of now. New hires start at \$14 and get to \$15 after 390 hours.

Says CUPE 1989 president Laura Kaminker: “This is the achievement I am most proud of. I’m told 1989 is the first CUPE local to bring members from minimum wage to \$15 an hour in one leap.”

Not everything went well. Kaminker admits that part-timers did not get all the improvements needed – “Their work life is still precarious and their contract still grossly inadequate,” but “I believe we will be able go further in our next round of bargaining.”

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On wages, Kaminker says: “We did not win as much as we deserve, but we got more than the employer’s original best offer – and more than it said could afford.”

Kaminker continued: “I’ve heard labour activists say that strikes are a ‘transformative experience’ and now I know why. Standing up for ourselves, asserting our own rights, is crucial. But learning how to stand up collectively is a different level of power.

“For many of our members, the strike was their first time seeing themselves as part of something larger — seeing our union not just as 400 workers who happen to work for the same employer, but as part of CUPE, and part of the labour movement itself.

“Striking together brought so much unity and solidarity among our members, so much goodwill and love and caring. Of course there were some complaints and some finger-pointing. Nothing is ever 100% — even our ratification vote was only 99%! But the huge majority of our members were supportive and caring and determined.

“At work, we are full-time and part-time, we are pages, librarians, library assistants, couriers, cataloguers. But on the picket line, we were one: we were CUPE 1989.”

Learning about health and illness among the aged

BY NORMA NICHOLSON

Dementia is a growing health hazard in our society. Many people will get the disease, or will care for relatives who do. These are tips I learned from a workshop on dementia. I am a nurse, but not an expert in this field.

Fifty percent of individuals who have dementia do not think they do. They think that someone else has changed, not them. As the disease progresses, the person affected does not react to smoke, chemical, gas or body odour. They could drink an obvious poison and not realize it is dangerous.

Do not allow the dementia to come between you and the person who has disease -- think of the person first and then the dementia. It is you who must change to meet the needs of that individual. The more the person changes, the more we as caregiver need to change.

Remember that strength has been replaced by skills in the person who is experiencing dementia. Due to decreased brain function, the person cannot see how we see... they lose most of their peripheral vision as the disease worsens

Therefore to help this person:

- Find ways to speak with the person and assist with most interaction from their preferred side
- Instead of instructing where to go, point to where you want the person to go
- Refrain from pushing your agenda. For example wanting to brush the person's teeth.... Try placing the person's hand over yours and assist

to move the toothbrush toward their mouth. As long as they are able to move their limbs, engage in their own care as much as possible

- When you are out to a restaurant, ask if they would want this item or another. Do not give more than two choices
- Should the person go missing, the search and rescue team should not be calling out the person's name in a harsh tone, as this will cause them to hide.
- For food intake, the preference is to have sugar, so encourage eating by giving a bit of dessert before the main course. When you are assisting with meals, for every five bites of food, give something to drink. This will prevent pocketing of food. Also be sure to observe when the person can no longer chew properly and provide the correct diet.
- Refrain from ever coming up behind someone who has dementia. Stand in front and shake their hand on the preferred side and if in a wheel chair, sit to have a discussion, do not bend over
- Try using substitution, not subtraction, for items you do not want the person to use inappropriately or to have. An example: if the person is using a hairbrush to clean their teeth, substitute with a toothbrush.

For the person who is experiencing dementia:

Please let go of what I used to be and use positive approaches to help me have a good life.

APPRENTICESHIP

The skilled trade route to work and money

BY JOYCE TEMPLE-SMITH

In Ontario it's possible to work hard all week at a full-time job, and yet struggle to buy groceries and pay the rent. If you are one of the approximately 22% of Ontarians engaged in precarious work, this is your reality. The percentage of part-time workers engaged in precarious work is even higher.

Precarious work is often minimum wage work with no benefits, no pension and usually no union. The work is casual, temporary or contract with no job security. With this kind of work it's hard to put aside funds for an emergency or any kind of rainy day. The income barely covers necessities, and leaves no room for dreams. As bleak as this may sound, there is an escape route.

One escape is through skilled trades -- more than 200 are common in Ontario, including electricians, carpenters, hairdressers, plumbers, drywall installers, mechanics, and more. These trades, when licensed, are extremely well-paid. Many also have good benefits with pensions. Some are protected by unions. The Ontario government predicts that we'll soon be desperate for more skilled trades people as more trades people retire than are entering the field.

The route into the trades is through an apprenticeship -- a process of learning on the job along with training in the classroom. The good thing is that apprentices are paid while training. The set rate of pay increases as the apprentice acquires more skills on his/her way to being licensed by the province. Another great thing is the Apprenticeship Scholarship program which offers financial help for those who need academic upgrading for their chosen field. To find out more about possible occupations, go online to Ontario Job Futures.ca. This on-line source provides information on about 200 occupations, future trends and forecasts of demand for work and workers.

Contacting the Apprenticeship Office in Mississauga is the next step, for a wealth of information and support for those thinking of entering or newly-entered in the trades.

An apprenticeship leading to a skilled trade licence can be one way to get out of the rut of low pay, lack of benefits and lack of job security. It can pave the path to fulfilling dreams.

For more information in Peel contact:

Employment Ontario Apprenticeship Office,
Emerald Centre, Suite 404, 10 Kingsbridge Garden Circle
Mississauga L5R 3K6
Phone: 905 279 7333
Website: www.tcu.gov.on.ca/eng/employmentontario/training



unifor
Local 1285

A proud Canadian Union representing over 5,000 workers and over 1,500 retirees.

Promoting community spirit is a commitment we take seriously!

Admire – don't steal

When the Victorian Order of Nurses' clients, their families, and volunteers established a Rose Garden in a public park off Falconer Drive, Streetsville, back in 1997, nobody thought anyone would steal from it. But they did.

So a sign was installed: *"Please do not cut or remove flowers. These roses have been planted by members of your community in memory of friends and LOVED ONES"*

This photo was taken early this year before the roses had much chance to bloom.

But the months changed that, and with summer came a whole new look, and photographer Omar Amr caught these blooms on a sunny day.

A plaque records some of the history of the roses and the garden.

Marked "VON Canada, Peel Branch" it notes that this VON "Centennial" rose celebrates 100 years of caring for life 1897-1997 and the plaque closes: "Supported by donations from Mississauga Parks and Recreation Dept., White Rose Nurseries, VON Volunteers, Peel Residents and Families of VON Clients."

The current Peel Victorian Order of Nurses was not able to provide more information. Everyone involved 20 years ago had moved on, they said. White Rose Nurseries could no longer be located.

VON continues its work from 78 William Street in Streetsville, an easy

jog or quiet walk to the Rose Garden on Falconer.

Its job: providing all kinds of nursing care, operating meals on wheels, supportive housing, home visits by nurses, diabetes education, respite care, and much more.

To find out about the local VON, phone 905 821-3254 or toll-free 1-866-817-8589



(Photos by Omar Amr)



Growing hope along with fruit and veg

Regeneration is a charitable organization that serves "the homeless, those at risk of homelessness, and those living in extreme poverty." It is housed at Grace United Church on Main Street, in Brampton. Services there include daily breakfast, lunch once a week, clothing, showers, laundry, foot care, haircuts, tooth paste and other personal care items, help with replacing identity papers, a chiropractor. Regeneration teaches topics from cooking to anger management, to art, to getting a life. And now, gardening.

BY BRET SHEPPARD

This story begins with the good people of Regeneration, who not only give food and comfort to people in desperate need, but also give hope -- hope for a better future and a sense of belonging. I have felt the strength that Regeneration has given me and many like me, who are having a difficult time just surviving.



Glen delivers mulch to the garden, despite an aching back. (Photo by Bret Sheppard)

On a hot and steamy Saturday this year, Regeneration and volunteers, including a group

from Starbucks, began building a garden to grow food, just off Bovaird Drive in Brampton.

This is the garden's second year. Last year the soil was rock hard, filled with weird debris.

It's better this year, and strawberries, blackberries, rhubarb, and more fruits and vegetables were planted.

Yes it was hot, but plenty of water was on hand, plus a BBQ lunch. Gardening was a way to give back to an organization that feeds, clothes, and comforts you. It gives a sense of purpose, a sense of belonging, when everyone helps out. You feel needed.

Instead of focusing on all the negatives, it has focused me and many others on striving forward, to accomplish goals, to change life for the better.

Bret Sheppard is a regular at Regeneration, and a frequent contributor of photos and articles to Tough Times.

When drunk drivers kill, it's not murder

CONVICT ASKS: WHERE DOES THE STANDARD STOP?

BY JAMES

If you commit a home invasion, which is a criminal act, and during that criminal act someone dies, you are going to be charged with murder. Regardless of your intentions.

If you commit a bank robbery, also a criminal act, and during that bank robbery someone dies, you're gonna be charged with murder. Regardless of your intentions.

If you shoot someone in a crowded mall, another criminal act, and during the chaos someone is trampled to death, you will be charged with murder. Regardless of your intentions.

If you hold someone against their will (forcible confinement) and that person asphyxiates on his or her vomit, you're gonna be charged with murder. Regardless of your intentions.

The standard here seems to be, if someone dies during the commission of a criminal act, someone is facing a murder charge. Regardless if they intended any person to die.

Yet the standard tends to evaporate when it comes to people who drink and drive and kill the innocent. A drunk can kill and never hear the word murder mentioned, except by the grieving family members.

Driving under the influence is a criminal act, is it not? So shouldn't the same rules apply to any common drunk who chooses to disobey the law by climbing behind the wheel of his or her vehicle?

Drunk drivers kill about 10,000 people across North America every year and they don't face hard time for it.

Their lawyers hide behind loopholes like criminal intent or forming criminal intent. Most drunk drivers who happen to kill one person face either criminal negligence or vehicular manslaughter, a charge with a maximum penalty of life in prison.

I was charged with first degree murder when my roommate was accidentally killed, I later pled guilty to second degree murder and I am serving life in prison with NO parole for 15 years. The minimum sentence for first or second degree murder is life in prison. The judge decides how many years you will serve before you're even considered eligible for parole. I never intended for my roommate to die, but the courts seen fit to say that my recklessness was likely to cause his death and that's why I was charged

with murder. Something I will live with until it is my time to part from this world.

Everyday I watch the news and see stories about drunk drivers causing accidents and killing little kids, but none of those guys are doing life sentences.

You CAN form the intent to climb behind the wheel of your truck/car, knowing you had 12 beers or six shots, knowing you're drunk, by all legal applications.

That's recklessly endangering the lives of everyone around you, but the law somehow protects you from a murder charge if you slam your vehicle into somebody and kill them.

Tell me please, where does the standard apply? Who decides someone else's intent? How can you say I'm guilty of murder because during the fight I was in, my recklessness was likely to cause death -- making me punishable, if convicted, with a MINIMUM of life in prison. Yet someone can leave a bar knowing he should walk, ride the bus or get a cab home..

Because he couldn't form criminal intent, because he was drunk, he KNEW he was DRUNK, he KNEW its illegal to drive drunk, and yet he recklessly chose to disobey the law and kill. Choosing to drive drunk IS criminal intent.

As far as I'm concerned, anyone who drives drunk and kills even one person, should be held to the same standard of law that I was held to. I believe anyone who has a friend or family member killed by a drunk driver, can and does see the sense in this.

We need to hold everyone to the same standard of law. We need to stop taking it easy on drunk drivers who kill people, if we don't they will keep killing our friends, children, parents and futures.

If you climb behind the wheel of your car drunk, you should be held responsible for what happens because YOU CHOSE to disobey the law that prohibits you from doing exactly that. By making the choice to climb behind the wheel, you choose to break the law. That is criminal intent.

That's something society in general needs to chew on.

James is in prison in Ontario for killing a man. His family says he is articulate, artistic, writes poetry.

ONTARIO SAYS CHEERS! TO EDUCATION AND HEALTH

Liquor goes online

Better boozing is here, thanks to the LCBO, the Ontario Liberals, and the internet. As of August this year, you can click your way to 5,000 different alcoholic drinks, some Canadian, some from among 85 different nations.

Then place an order (minimum \$50) that you can pick up from a Liquor Control Board store or that Canada Post will deliver to your home for a fee of \$12 plus tax.

Online ordering is expected to be a money-spinner that "strengthens LCBO's ability to generate revenue for Ontarians and continue to fund key public services such as health care and education," says a government news release. Put another way, we voters will feel better and know more.

In 2015-16 LCBO paid Ontario a dividend of \$1.935 billion, \$130 million more than the year before.

The government says it is "developing a comprehensive alcohol policy to support safe and responsible consumption," which will take at least some of the cash overflow.

Included:

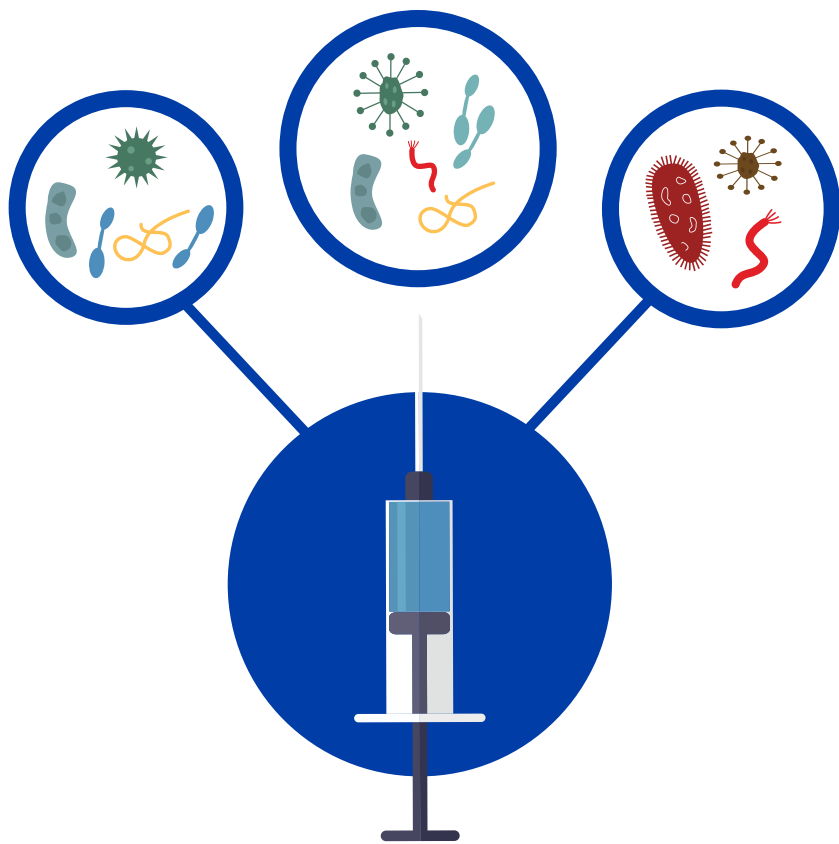
- Dollars for local public health units to promote moderate and responsible drinking, to raise awareness about alcohol misuse, work with other health care providers on screening, brief interventions, and referrals;
- Money for over 170 community addictions treatment services, including withdrawal management, counseling, residential treatment and housing supports;
- funding a Drug and Alcohol Helpline, which is already up and running at 1-800-565-8603 and on the web at <http://www.drugandalcoholhelpline.ca>
- providing confidential, free information 24/7;
- establishing a Mental Health and Addictions Leadership Advisory Council;
- starting a Fetal Alcohol Spectrum Disorder Strategy, detailing the effects of boozing during pregnancy and telling this story to listeners everywhere;
- Also reported: Ignition Interlock where a driver cannot start the car if he/she blows above a certain blood alcohol level; impaired driver education and treatment; diagnosing alcohol dependency; program for drivers under age 22; novice drivers; promotion of Arrive Alive Drive Sober; preventing sale of booze to minors or drunks; being a responsible host who prevents guests drinking and driving; serving alcohol-free cocktails (check deflatetheelephant.com)
- Supporting MADD Canada campaigns: in 2014 LCBO staff and customers raised \$2.3 million for MADD (Mothers Against Drunk Driving).

Then there's a World Health Organization report which says "alcohol consumption, especially at harmful and hazardous levels, is a major contributor to the occurrence of intimate partner violence."

Interim Place, which provides shelter for abused women in Peel, says liquor is not the cause of violence against women, but may trigger it among people given to abuse.

The local chair of the Public Information Committee of Mississauga's Alcoholics Anonymous group said "I cannot comment on LCBO products being available online. Tradition 6 (of A.A.'s 12 Traditions) states, 'An A.A. group ought never endorse, finance or lend the A.A. name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.'"

The government promises to boost health care with LCBO's improved earnings, but doesn't say it will increase facilities for hospital care for people hurt in car accidents where inebriation is a factor.



IMMUNIZATION **Requirements for Students**

Parents, did you know your children need certain immunizations to attend school?

What you need to know:

- All children attending school in Ontario need to be immunized.
- You will receive a letter if your school-aged child doesn't have the required immunizations.
- Children who are not fully immunized may not be allowed to attend school.

Need help to find a doctor or clinic where your child can be immunized? Peel Public Health can help!

To protect your child from serious diseases, make sure your child's immunizations are up-to-date. For more information, call Peel Public Health at **905-799-7700**.

Let's **Beat** the Flu



To find a free flu clinic near you, please call Peel Public Health at 905-799-7700 or visit peelregion.ca/flu for more information.